

6 November 1964

MEMORANDUM FOR THE RECORD

SUBJECT : Resignation of []

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1. I talked with [] at some length this morning regarding his reasons for resigning from the Agency. There are basically two reasons and these have been correctly surmised by [] [] The two problem areas are lack of design experience and communications.

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2. [] wants very much to do detailed design work and he clearly recognizes that this experience is not available in the Agency. In particular, he is interested in detailed design work at a circuit level. This attitude on his part is consistent with his approach to the [] problems and also consistent with what appears to be his basic nature.

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3. Communications problem which [] discussed breaks into two areas : a) Inadequate information regarding the problem which the project officer is expected to solve; b) too much day to day direction of the work for which the project officer is supposed to be responsible. [] does not feel that he and other project officers are adequately informed on the full scope of the problem which they are supposed to solve. Information regarding requirements comes to them from a variety of sources and [] for one finds this confusing. The day to day detailed direction received from supervisors seems to serve only to add to the confusion and causes project officers to feel as though they are only extensions of a development function and not responsible for independent thought and initiative.

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4. I told [] that we were deeply appreciative of the work he has done and that I felt we had a dilemma in that we were unable to provide for him the professional opportunities which he has rightly judged to be critical at this point in his career. While we can improve the present situation, I do not believe we can solve it to the circuit design level in which [] is interested. The Program

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Review Board must serve to bring the project officers in direct contact with the development problem. It is also the expressed function of this Board to approve the project officer's broad plans and this should relieve him of overmuch supervision in his day to day work so long as he remains within the confines of his planning. [] quite frankly admitted that he would like to work essentially alone in a room on a project for a long period of time without too much concern for the value in terms of application of the problems which he was solving. Supervisory advice once every ten years he felt would be Utopia. While this obviously cannot be achieved here, we can take steps to relieve the day to day situation.

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[]
DAD/S&D

cc: [] DD S&T Personnel

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